



**COUNTY OF LOS ANGELES**  
**OFFICE OF PUBLIC SAFETY**

**DEPARTMENT OF HUMAN RESOURCES**

375 KENNETH HAHN HALL OF ADMINISTRATION  
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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

**MARGARET A. YORK**  
CHIEF, OFFICE OF PUBLIC SAFETY

December 14, 2004

The Honorable Board of Supervisors  
County of Los Angeles  
Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 383  
Los Angeles, CA 90012

Dear Supervisors:

**AGREEMENT FOR REIMBURSEMENT OF PERSONNEL COSTS  
BY THE LOS ANGELES COUNTY POLICE OFFICERS ASSOCIATION  
AND RELATED MATTERS  
ALL SUPERVISORIAL DISTRICTS  
(3 VOTES)**

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve the attached Agreement for Reimbursement of Personnel Costs by the Los Angeles County Police Officers' Association (LACPOA).
2. Instruct the Chief, Office of Public Safety, to carry out the terms of the agreement and to bill LACPOA for costs incurred pursuant to the agreement.
3. Authorize and instruct the Chief, Office of Public Safety, to sign the agreement on behalf of the County.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The Agreement will allow the Office of Public Safety (OPS) and LACPOA to function in the most effective manner possible with respect to public labor relations, and in doing so, assist in the resolution of labor disputes and contract administration, which in turn, will contribute significantly toward maintaining work force stability and continuity of vital police services to the County.

### Implementation of Strategic Plan Goals

The recommended actions are consistent with the principles of the Countywide Strategic Plan Goals of Service Excellence and Public Safety. Approval by the Board of Supervisors will allow the OPS officers to develop expertise in public sector labor relations; therefore, assisting OPS in the expeditious resolution of labor disputes, while recovering the associated costs from LACPOA.

### **FISCAL IMPACT/FINANCING**

Approval of the reimbursement agreement will result in payment to the County of \$49,050.04 (paid in installments), which will resolve issues related to the prior agreement with LACPOA.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

On October 1, 2002, the Board of Supervisors approved a reimbursement agreement with LACPOA. Under the terms of that agreement, the County provided to LACPOA, County employees assigned to the Office of Public Safety for the purpose of developing expertise in public sector labor relations. LACPOA agreed to reimburse the County the actual costs of the County employees as required under the terms of the agreement (including salary, bonuses, reimbursed unused sick leave and any excess accrued vacation time above 320 hours, benefits, etc.). The agreement expired September 30, 2004.

Prior to expiration of the agreement, a billing dispute arose between the parties. As a result, litigation was filed by LACPOA seeking declaratory relief with respect to the calculation of the amount due the County under the terms of the agreement. In evaluating the billing dispute, the Department of Human Resources and OPS, in consultation with the Auditor-Controller and County Counsel, reexamined the billings and made appropriate adjustments to the billing, which addressed LACPOA's concerns. As a result, LACPOA has agreed to dismiss the pending case and enter into this new agreement whereby LACPOA will reimburse the County the adjusted amounts due under the terms of the expired agreement and to provide for reimbursement of costs associated with authorizing OPS officers to assist the union in labor relations activities during the new term.

The OPS, with the assistance of County Counsel and Auditor-Controller, and the concurrence of the Chief Administrative Officer, negotiated the new agreement with LACPOA, whereby a maximum amount of release time shall not exceed 5,000 hours (based on a 12 month period). Applicable rates during the new term were calculated

and approved by the Auditor-Controller. The term of the proposed agreement is from the date of Board approval *or*, the date of dismissal of the lawsuit *and* payment of a first installment by LACPOA, whichever is later, through June 30, 2007 (unless terminated earlier pursuant to the terms of the agreement). This Agreement has been approved as to form by County Counsel.

### **CONTRACTING PROCESS**

The agreement before the Board will reestablish and continue the contractual relationship between the County and LACPOA, which was originally approved in 2002. The purpose of the proposed reimbursement agreement is similar to that of other labor management agreements previously approved by your Board, including agreements with Local 660, Local 535, the Professional Peace Officers Association (PPOA), and the Association for Los Angeles County Deputy Sheriff, Inc. (ALADS).

### **IMPACT ON CURRENT SERVICES (OR PROJECT)**

With approval of the Board of Supervisors, OPS will be able to recover costs related to the release of officers for the purposes of the agreement. There will be no negative impact on any County programs or projects from the approval of the agreement, as the Chief of OPS will retain discretion to approve release of an officer based on the operational needs of OPS and security requirements of the County.

### **CONCLUSION**

The Department of Human Resources and OPS will need two copies of the adopted Board's action. It is requested that the Executive Office-Clerk of the Board notify the OPS at (562) 940-7203 when this document is available.

Respectfully submitted,

MICHAEL J. HENRY  
Director of Personnel

MARGARET A. YORK  
Chief, Office of Public Safety

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Attachment

c: Executive Officer, Board of Supervisors  
County Counsel  
Chief Administrative Officer  
Auditor-Controller  
Affirmative Action Compliance Officer